ONTARIO MINISTRY OF LABOUR
TORONTO

ONTARIO COLLECTIVE BARGAINING REVIEW

1989

OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

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HON. GERRY PHILLIPS
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This report reviews collective bargaining developments in Ontario in 1989. It describes the economic climate in which collective bargaining took place, and presents the following information: the extent of bargaining and the stages at which settlements were reached; the duration of negotiations and term of agreements; the key negotiations; the wage and benefit changes in major agreements and the incidence of work stoppages.

ECONOMIC CLIMATE

Collective bargaining in Ontario in 1989 took place during a period of declining economic growth. The province's real gross domestic product expanded by 2.8% in 1989, a drop of over 2 percentage points from 4.9% in 1988.

Despite the decline in the growth rate, the unemployment level in the province remained relatively low throughout the year. The unemployment rate in Ontario rose only marginally over the period to 5.1% from 5.0% in 1988.

Inflation in Ontario averaged 5.8% for the year, up significantly from 4.7% in 1988 and 5.1% in 1987. In the first half of 1989 prices rose almost 4% while in the third and fourth quarters prices rose by only 2%.

COLLECTIVE BARGAINING SETTLEMENTS

The records of the Office of Collective Bargaining Information show that 4,198 collective agreements, covering 623,237 employees, were ratified in 1989. These agreements represent about 44% of the 9,600 agreements on file in the Office's Collective Agreements Library.

Of the 4,198 agreements ratified, 3,774, or 90%, were renewals or extensions of exsisting agreements; 379, or 9%, were first agreements; 45, or 1%, involved a transfer of bargaining rights either to a new employer or to a new union.

In terms of employees covered, the 1989 bargaining scene was concentrated in transportation, education and related services, health and welfare, and federal, provincial, and local administration sectors. In each of these industries, 30,000 or more employees concluded collective agreements. (See Table 1)

STAGE OF SETTLEMENT

The vast majority of the agreements, 96%, covering 92% of all employees, were settled without a work stoppage.

Fourty eight percent of the agreements were settled through direct bargaining; 40% were settled by the parties with the assistance of a conciliation officer, mediator, or fact finder; and 8% were settled at arbitration. (See Table 2)

TABLE 1

NUMBER OF COLLECTIVE AGREEMENTS RATIFIED IN 1989 AND EMPLOYEES COVERED, BY INDUSTRY

INDUSTRY	AGREEMENTS NUMBER	AGREEMENTS PERCENT	EMPLOYEES COVERED NUMBER	EMPLOYEES COVERED PERCENT
ALL INDUSTRIES	4,198	100.00	623,237	100.00
MANUFACTURING	1,234	29.39	132,044	21.18
FOOD, BEVERAGES	155	3.69	14,138	2.26
TOBACCO	3	0.07	446	0.07
RUBBER, PLASTICS	63	1.50	9,168	1.47
LEATHER	16	0.38	2,621	0.42
TEXTILE	40	0.95	5,733	0.91
KNITTING MILLS	2	0.04	273	0.04
CLOTHING	26	0.61	4,929	0.79
WOOD	46	1.09	4,076	0.65
FURNITURE, FIXTURES	35	0.83	3,598	0.57
PAPER	53	1.26	5,088	0.81
PRINTING, PUBLISHING	126	3.00	7,200	1.15
PRIMARY METALS	35	0.83	3,283	0.52
FABRICATED METALS	175	4.16	13,266	2.12
MACHINERY	82	1.95	6,722	1.07
TRANSPORTATION EQUIPMENT	95	2.26	24,590	3.94
ELECTRICAL PRODUCTS	73	1.73	13,502	2.16
NON-METALLIC MINERAL	99	2.35	4.660	0.74
PETROLEUM, COAL	4	0.09	70	0.01
CHEMICALS	67	1.59	5,442	0.87
OTHER MANUFACTURING	39	0.92	3,239	0.51
NON-MANUFACTURING, EXCLUDING CONSTRUCTION	2,914	69.41	476,189	76.40
FORESTRY	7	0.16	322	0.05
MINING, QUARRYING	28	0.66	1,616	0.25
TRANSPORTATION	245	6.05	37,416	6.00
STORAGE	16	0.38	1,836	0.29
COMMUNICATIONS	30	0.71	13,991	2.24
ELECTRIC, GAS, WATER	110	2.62	6,168	0.98
WHOLESALE TRADE	143	3.40	5,382	0.86
RETAIL TRADE	125	2.97	14,936	2.39
FINANCE	20	0.47	653	0.10
REAL ESTATE, INSURANCE AGENCIES	36	0.85	1,380	0.22
EDUCATION, RELATED SERVICES	440	10.48	134,119	21.51
HEALTH, WELFARE SERVICES	856	20.39	70,643	11.33
RECREATIONAL SERVICES	54	1.28	4,828	0.77
MANAGEMENT SERVICES	43	1.02	3,537	0.56
PERSONAL SERVICES	31	0.73	2,244	0.36
ACCOMMODATION, FOOD SERVICES	106	2.52	13,167	2.11
OTHER SERVICES	155	3.69	3,229	0.51
FEDERAL GOVERNMENT	53	1.26	65,784	10.55
PROVINCIAL GOVERNMENT	9	0.21	42,442	6.80
LOCAL GOVERNMENT	396	9.43	52,198	8.37
CONSTRUCTION	50	1.19	15,004	2.40

TABLE 2

NUMBER OF COLLECTIVE AGREEMENTS SETTLED IN 1989 AND EMPLOYEES COVERED, BY SETTLEMENT STAGE

SETTLEMENT STAGE	AGREEMENTS		EMPLOYEES COVERED	
	NUMBER	PERCENT	NUMBER	PERCENT
ALL AGREEMENTS	4,198	100.00	623,237	100.00
DIRECT BARGAINING	2,008	47.83	226,118	36.28
CONCILIATION	842	20.05	121,758	19.53
POST CONCILIATION BARGAINING	186	4.43	32,093	5.14
MEDIATION	633	15.07	122,535	19.66
POST MEDIATION BARGAINING	18	0.42	2,920	0.46
FACT FINDER AND POST FACT FINDER	9	0.21	5,752	0.92
COMPULSORY ARBITRATION	328	7.81	44,748	7.17
WORK STOPPAGE	161	3.83	47,051	7.54
FIRST CONTRACT ARBITRATION	1	0.02	10	0.00
OTHER	12	0.28	20,252	3.24

TERM OF AGREEMENT

Of the new agreements negotiated or arbitrated, 53%, covering 48% of all employees affected by 1989 settlements, were for a 24-month duration; 22%, covering 20% of the employees, were for a 36-month term; while 14%, covering 14% of the employees, were for a 12-month term. Eighty-nine agreements covering 66,703 employees were for terms of over 36 months.

TABLE 3

NUMBER OF COLLECTIVE AGREEMENTS RATIFIED IN 1989 AND EMPLOYEES COVERED BY TERM OF AGREEMENT

TERM OF AGREEMENT	AGREEMENTS		EMPLOYEES COVERED	
	NUMBER	PERCENT	NUMBER	PERCENT
ALL AGREEMENTS	4,198	100.00	623,237	100.00
LESS THAN 12 MONTHS	17	0.40	1,674	0.26
12 MONTHS	575	13.69	86,933	13.94
13-18 MONTHS	78	1.85	5,432	0.87
19-23 MONTHS	96	2.28	12,478	2.00
24 MONTHS	2,239	53.33	301,358	48.35
25-35 MONTHS	170	4.04	22,345	3.58
36 MONTHS	934	22.24	126,314	20.26
OVER 36 MONTHS	89	2.12	66,703	10.70

DURATION OF NEGOTIATIONS

Information on duration of negotiations is available for collective agreements covering 200 or more employees. The 549 collective agreements ratified in 1989 that covered 200 or more Ontario employees took an average of 7.2 months to negotiate. Private sector agreements, which account for 38% of the total, were reached, on average, in 3.7 months compared to 9.4 months, on average, for public sector agreements. Only 5 private sector agreements took more than 9 months to negotiate, whereas 105 public sector agreements took more than a year to negotiate.

TABLE 4
DURATION OF NEGOTIATIONS OF COLLECTIVE AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN 1989

A. DURATION OF NEGOTIATIONS	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
TOTAL	549	433,435	208	108,484	341	324,951
1-3 MONTHS	173	100,624	118	66,583	55	34,041
4-6 MONTHS	169	131,422	76	34,973	93	96,449
7-9 MONTHS	68	67,230	9	2,731	59	64,499
10-12 MONTHS	31	27,152	2	1,597	29	25,555
13 MONTHS AND OVER	108	107,007	3	2,600	105	104,407
B. AVERAGE DURATION OF NEGOTIATIONS, IN MONTHS	7.2		3.7		9.4	

KEY SETTLEMENTS OF 1989

Health and Welfare Services

In January and Febuary of 1989 two arbitration awards were handed down affecting 154 agreements and 17,211 employees in Ontario's health and welfare sector.

The first award, binding on 83 hospital bargaining units covering a total of 12,000 employees represented by the Service Employees International Union (SEIU), provided for a two-year agreement with hourly increases of 55¢ in the first year and 60¢ in the second. Besides making improvements to a variety of benefits, the award extended the pension plan to part-time employees.

The second award, binding on 71 hospital bargaining units and covering a total of 15,000 employees represented by the Canadian Union of Public Employees provided for increases of 6% in the first year and 5% in the second. This award also improved vacation entitlements, added a paid holiday and restructured the salary grid for Registered Technologists in accordance with the technologists represented by OPSEU.

These two awards covered almost 40% of the 70,000 health and welfare workers party to some 850 collective agreements ratified in that sector in 1989. The overall average annual base rate increase for those agreements covering 200 or more employees was 5.7%.

Federal Administration

After almost two years of negotiations, the Federal Government and the Public Service Alliance of Canada concluded an accord to renew 24 collective agreements covering 55,000 employees in Ontario.

The 42-month agreements provide for an averge annual increase of 4.1%. They also provide a number of benefit changes, including improvements to vacation entitlements, shift premiums, a broad range of special allowances as well as severance and long service pay.

Residential Construction

In April and May of 1989, 13 collective agreements were renegotiated for 10,500 employees in the residential sector of the Ontario construction industry.

Bouyed by the strong demand for housing, especially in the Toronto area, construction workers bargained wage package increases ranging from $2.50 to $4.50 over two years, for an overall average annual increase of 7.3%.

Besides the package increases, construction unions negotiated improvements in room and board, travel allowance, and overtime provisions.

Transportation Services

While the transportation services industry was dominated by major settlements at CP, CN, and the TTC, a total of 254 collective agreements covering 37,500 employees, were reached throughout the industry in 1989.

The first major settlement was between CN and the 5 unions that make up the "Associated Non-Operating Railway Unions" group. The agreement, covering 4,500 employees, calls for annual wage increases of 4.5%, 4% and 4.5% in a three-year deal. Although the agreement calls for a variety of improvements in health and welfare and other benefits, the most notable change was the attainment of pension indexing at 50% of the annual increase in the CPI, subject to a maximum adjustment of 3% per annum.

Agreements with similar terms were also reached at CN with its 1,300 shopcraft employees and at CP with its 750 shopcraft employees and 2,300 "non-operating" employees.

The other major settlement in the transporation services industry, was reached after a work slowdown at the Toronto Transit Commision. In October, the provincial government legislated an end to the slowdown and ordered that all outstanding issues, except the use of part-time workers, be sent to binding arbitration. The part-time issue was sent to fact-finding with a report due by June 30, 1990.

The parties were able to reach agreement on the outstanding issues prior to going to arbitration. The settlement provides for an increase of 7% in each of the two years of the agreements, with a possible wage re-opener if the Torono CPI rises by more than 8.5%. Improvements were also obtained in shift premiums, health and welfare benefits, and vacation entitlements.

Education and Related Services

A total of 440 agreements, covering 134,000 employees, were ratified in 1989 in the education field. The average annual wage increase for those agreements covering 200 or more workers (133 agreements, 112,000 employees) was 6.1%.

The largest settlement in this sector was that covering almost 9,000 college faculty members across the province reached by arbitration after a 4 week strike.

The settlement provides for a 6% wage increase in each of the two years of the agreement, as well as improvements to the health and welfare package and other benefits. The settlement featured a revised sick-leave policy and new job security provisions that establishes a joint union/management fund to provide for retraining, layoff protection, and early retirement.

Transportation Equipment

Throughout 1989, 95 agreements, covering 24,500 employees, were reached in the transportation equipment industry. The annual wage increase for 30 of these agreements, covering 200 or more employees, that did not include a COLA clause, averaged 5.3%.

The largest settlement in this industry was reached between 4,000 CAW members and McDonnel Douglas after a brief 3-day work stoppage. This settlement provided for a 3% wage increase in each of three years, as well as additional adjustments of 3% for all employees in the first year, from 9¢ to 23¢ per hour in the second year, and 11¢ to 22¢ per hour in the third. (Office employees will receive special adjustments of 3% in the first year and from 59¢ to $12.41 per week in both the second and third years.

Provincial and Local Administration

The 9 agreements with the provincial government, covering 42,000 employees, provided for average annual increases of 6.6%. In local administration the 51 agreements (covering 200 or more employees), covering 39,000 employees, provided for average annual increases of 6.8%.

The largest local administration settlement occurred in June when both Metropolitan Toronto and the City of Toronto reached agreements with 5 CUPE locals, covering 12,000 workers. The two-year agreements increase wages by 7% a year as well as stipulate improvements to maternity, adoption, personal leave provisions and also upgrade health and welfare benefits.

NEGOTIATED WAGE INCREASES

The 549 agreements ratified in 1989 that covered 200 or more employees provide for an average annual increase of 5.6% in base wage rates. The increase was up from 4.7% in 1988, 3.9% in 1987, and 4.2% in 1986.

TABLE 5

INCREASES NEGOTIATED IN MAJOR COLLECTIVE AGREEMENTS IN ONTARIO COMPARED TO THE CANADA CPI AND ONTARIO CPI, 1985-1989

	NEGOTIATED WAGES			CPI	
	AVERAGE ANNUAL % INCREASES			ANNUAL % INCREASE	
YEAR	ALL SECTORS	PRIVATE SECTOR	PUBLIC SECTOR	CANADA	ONTARIO
1985	4.1	2.6	5.0	4.0	4.4
1986	4.2	3.8	4.5	4.1	4.4
1987	3.9	2.9	4.0	4.4	5.1
1988	4.7	4.6	4.7	4.1	4.7
1989	5.6	4.9	5.8	5.0	5.9

CHART 1

NUMBER OF AGREEMENTS IN PUBLIC AND PRIVATE SECTORS BY SIZE OF AVERAGE ANNUAL INCREASE

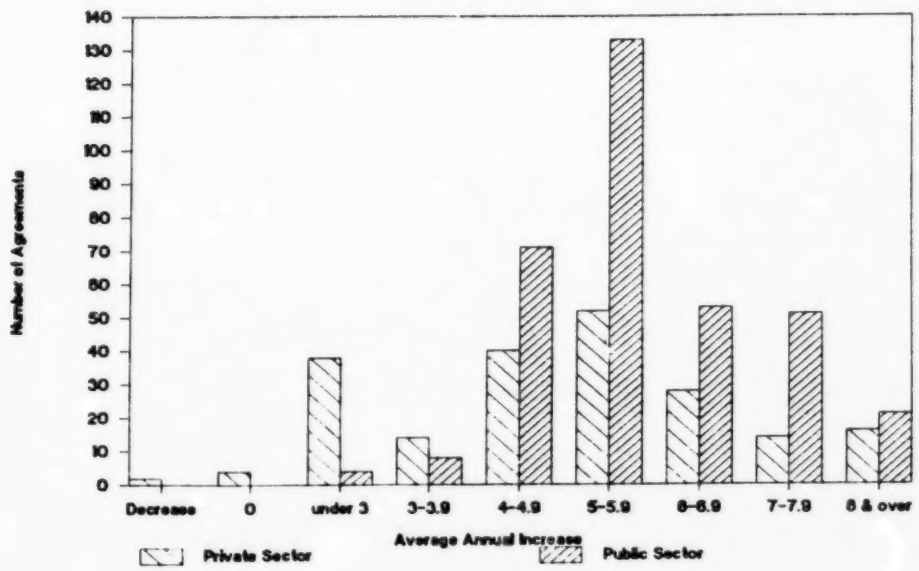
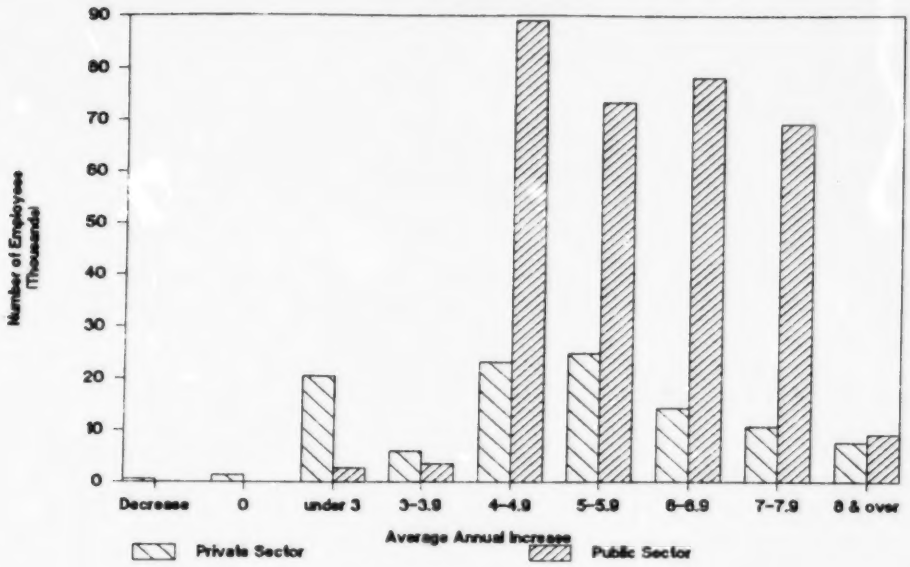


CHART 2

NUMBER OF EMPLOYEES COVERED IN
PUBLIC AND PRIVATE SECTOR SETTLEMENTS
BY SIZE OF AVERAGE ANNUAL INCREASE



As depicted in Charts 1 and 2, the most frequent wage increase for the private sector in 1989 was in the range of 5.0% to 5.9%, received by 23% of the employees covered by 25% of the agreements, this was matched by the public sector where 23% of employees covered by 39% of the agreements also received increases in the 5.0% to 5.9% range.

Overall, annual wage increases for agreements covering 200 or more employees averaged 5.3% in the first quarter, 5.4% in the second, 6.1% in the third, and 5.8% in the fourth quarter.

The average increase varied significantly between agreements with a Cost Of Living Allowance (COLA) and agreements without a COLA. The 94 COLA agreements averaged 3.9% per year, while the non-COLA agreements averaged 5.8% per year. With the exception of utilities and furniture and fixtures, this COLA/non-COLA differential was consistent across all industries.

For all manufacturing agreements, the average annual increase was 4.3%. The non-manufacturing sector, containing all the public sector agreements, averaged 5.8% per year. The 17 construction agreements reached in 1989 settled above the overall average at 6.9% per year. (See Table 6)

TABLE 6

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN 1989 BY INDUSTRY

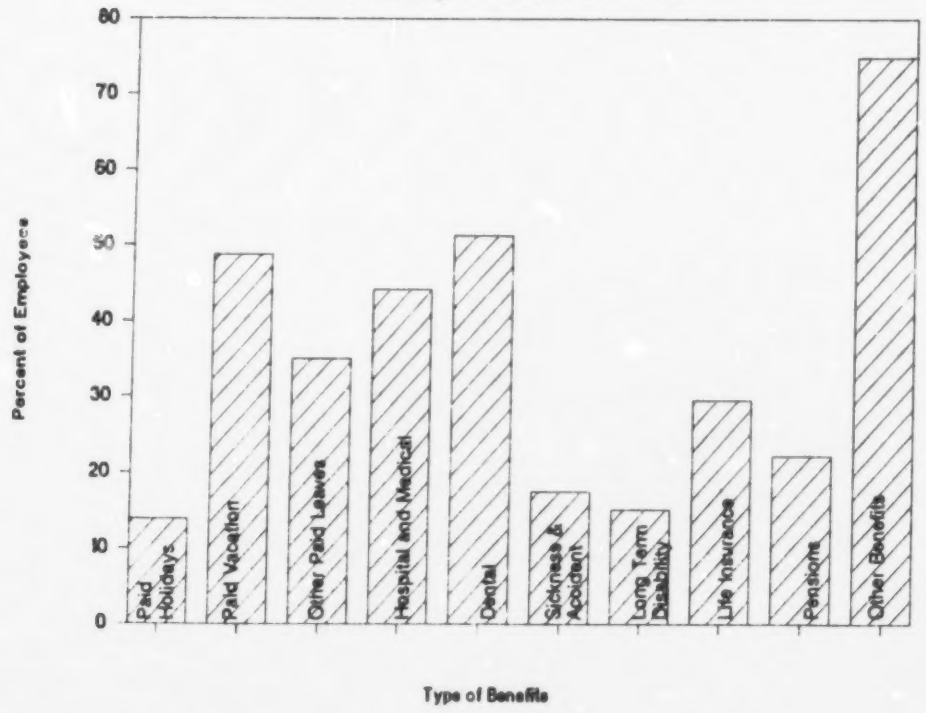
	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	%	AGMTS	EMPLS	%	AGMTS	EMPLS	%
ALL INDUSTRIES	549	433,435	5.6	94	58,563	3.9	455	374,872	5.8
MANUFACTURING	148	68,610	4.3	68	35,827	3.0	80	32,783	5.7
FOOD, BEVERAGE	17	7,159	5.0	5	2,306	3.6	12	4,853	5.7
TOBACCO PRODUCTS	1	400	6.1	.	.	.	1	400	6.1
RUBBER, PLASTICS	12	5,276	2.2	12	5,276	2.2	.	.	.
LEATHER	3	1,485	4.6	.	.	.	3	1,485	4.6
TEXTILE	7	3,117	4.3	1	989	2.7	6	2,128	5.0
CLOTHING	6	2,266	6.3	.	.	.	6	2,266	6.3
WOOD	4	1,512	7.9	1	260	5.3	3	1,252	8.5
FURNITURE, FIXTURES	5	1,482	5.4	1	242	5.9	4	1,240	5.3
PAPER	5	1,550	4.1	1	320	1.9	4	1,230	4.7
PRINTING, PUBLISHING	7	3,906	7.5	.	.	.	7	3,906	7.5
PRIMARY METALS	5	1,431	5.0	4	1,081	4.8	1	350	5.5
FABRICATED METALS	11	3,946	3.1	9	3,086	2.7	2	860	4.7
MACHINERY	9	3,035	2.4	4	1,514	1.2	5	1,521	3.7
TRANSPORTATION EQUIPMENT	30	18,263	3.6	19	14,480	3.2	11	3,783	5.3
ELECTRICAL PRODUCTS	15	9,238	3.8	10	6,023	3.0	5	3,215	5.3
NON-METALLIC MINERALS	3	1,389	5.8	.	.	.	3	1,389	5.8
CHEMICALS	6	2,049	5.3	.	.	.	6	2,049	5.3
OTHER MANUFACTURING	2	1,106	4.9	1	250	3.0	1	856	5.5
NON-MANUFACTURING, EXCLUDING CONSTRUCTION	384	352,235	5.8	26	22,736	5.2	358	329,499	5.8
AGRICULTURE	1	273	5.4	.	.	.	1	273	5.4
MINING, QUARRYING	2	591	4.5	1	365	4.2	1	226	5.2
TRANSPORTATION	30	27,239	5.4	5	3,739	4.9	25	23,500	5.5
STORAGE	1	1,500	4.0	1	1,500	4.0	.	.	.
COMMUNICATIONS	10	8,481	4.3	2	2,889	3.0	8	5,592	5.1
ELECTRIC, GAS, WATER	7	2,684	5.8	4	1,413	6.7	3	1,271	4.7
WHOLESALE TRADE	5	1,719	6.5	1	225	5.5	4	1,494	6.7
RETAIL TRADE	8	8,771	7.1	.	.	.	8	8,771	7.1
FINANCE, INSURANCE CARRIERS	1	300	6.1	.	.	.	1	300	6.1
REAL ESTATE, INSURANCE AGENCIES	2	863	6.7	.	.	.	2	863	6.7
EDUCATION, RELATED SERVICES	133	111,916	6.1	11	12,405	5.9	122	99,511	6.1
HEALTH, WELFARE SERVICES	79	29,016	5.7	.	.	.	79	29,016	5.7
RECREATIONAL SERVICES	1	250	10.1	.	.	.	1	250	10.1
MANAGEMENT SERVICES	8	2,755	5.1	.	.	.	8	2,755	5.1
PERSONAL SERVICES	2	1,365	6.7	.	.	.	2	1,365	6.7
ACCOMMODATION, FOOD SERVICES	7	9,432	6.6	.	.	.	7	9,432	6.6
OTHER SERVICES	1	200	7.9	.	.	.	1	200	7.9
FEDERAL GOVERNMENT	28	63,119	4.2	.	.	.	28	63,119	4.2
PROVINCIAL GOVERNMENT	7	42,343	6.6	.	.	.	7	42,343	6.6
LOCAL GOVERNMENT	51	39,418	6.8	1	200	5.8	50	39,218	6.8
CONSTRUCTION	17	12,590	6.9	.	.	.	17	12,590	6.9

KEY MONETARY BENEFITS

Eighty-eight percent of the employees covered by 94% of the agreements ratified in 1989 for bargaining units of 200 or more employees received improvements in one or more benefits. The benefits most commonly improved were dental plans and vacation entitlements. Fifty-seven percent of the agreements covering about 51% of the employees called for changes in existing dental plans. Typically, the changes involved an updating of the payment fee schedule or increases to allowable claims. Fifty percent of the agreements covering about 49% of employees resulted in increased vacation entitlement. Overall, in decreasing order of frequency, in terms of the number of employees affected, 1989 settlements provided for improvements to paid holidays, long-term disability, sickness and accidents benefits, pensions, life insurance, various forms of paid leave (i.e. maternity leave, bereavement leave) hospital and medical plans, paid vacations, and dental plans. (See Chart 3)

CHART 3

PERCENTAGE OF EMPLOYEES RECEIVING IMPROVED BENEFITS, IN 1989, BY BENEFIT TYPE



WORK STOPPAGES

Data on work stoppages under Ontario jurisdiction show that in 1989 there were 190 work stoppages compared to 180 in 1988. These stoppages involved 45,679 employees and resulted in 868,630 person-days lost, a 5.5% increase in the number of stoppages, but a 36% reduction in person-days lost as compared to 1988.

As shown in Table 7, transportation equipment and education and related services, with 25 work stoppages together, accounted for over one-third of all person-days lost.

Time lost through work stoppages in Ontario in 1989 represents 0.08% of the estimated total work time of Ontario's non-agricultural paid workforce. This represents a decrease from 0.12% for 1988, and 0.10% for 1987.

CHART 4

PERSON-DAYS LOST AS A PERCENTAGE OF ESTIMATED WORKING TIME, 1978-1989

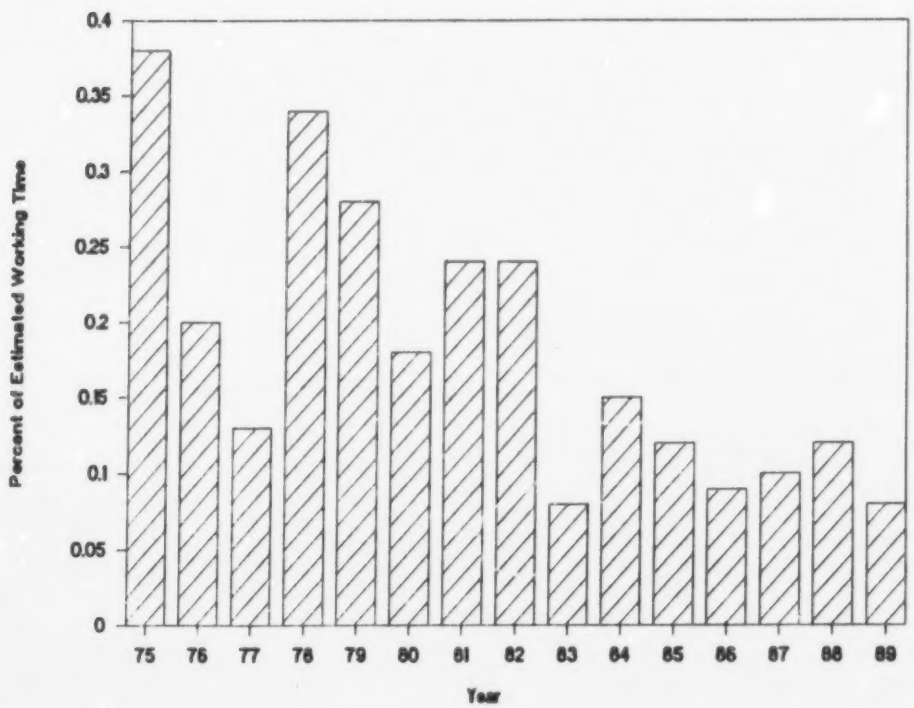


TABLE 7

WORK STOPPAGES UNDER ONTARIO JURISDICTION BY INDUSTRY
1989 and 1988

	1989 (P)			1988		
	NO.	NO. OF WORKERS	PERSON DAYS LOST	NO.	NO. OF WORKERS	PERSON DAYS LOST
ALL INDUSTRIES	190	45,679	868,630	180	62,082	1,362,150
MANUFACTURING 1960 SIC	101	20,402	450,320	103	20,084	522,860
FOOD AND BEVERAGE 101-147	7	980	31,060	10	3,666	53,220
RUBBER 161-169	3	2,033	54,850	3	171	3,710
LEATHER 172-179	2	271	3,840	2	278	2,530
TEXTILE 183-229	3	285	3,810	4	635	6,220
CLOTHING INDUSTRIES 242-249	.	.	.	3	535	14,820
WOOD 251-259	3	365	4,070	2	104	1,080
FURNITURE AND FIXTURES 261-268	6	636	18,580	4	396	15,720
PAPER AND ALLIED 271-274	3	187	8,880	3	156	8,320
PRINTING, PUBLISHING AND ALLIED 286-289	8	573	48,740	8	567	16,990
PRIMARY METAL 291-298	1	525	1,120	7	2,134	37,700
METAL FABRICATING 301-309	18	2,456	36,880	15	916	28,330
MACHINERY, EXCEPT ELECTRICAL 311-318	9	1,181	38,240	6	363	12,340
TRANSPORTATION EQUIPMENT 321-329	14	6,070	106,380	14	2,150	49,850
ELECTRICAL PRODUCTS 331-339	9	2,636	67,180	4	5,341	96,540
NON-METALLIC MINERAL PRODUCTS 341-359	6	679	14,990	3	940	27,660
CHEMICAL AND CHEMICAL PRODUCTS 371-379	3	210	3,310	7	1,025	122,300
MISCELLANEOUS MANUFACTURING 381-399	6	1,315	8,390	8	707	25,530
NON-MANUFACTURING 1960 SIC EXCLUDING CONSTRUCTION	83	21,009	381,590	65	7,573	137,530
AGRICULTURAL SERVICES 021	1	107	2,030	.	.	.
FORESTRY 031-039	.	.	.	3	863	19,340
MINES, QUARRIES AND OIL WELLS 051-099	1	92	5,790	5	2,224	25,000
TRANSPORTATION 504-519	12	1,994	12,400	7	618	11,650
ELECTRIC,POWER,GAS,WATER UTIL 572-579	10	1,619	54,930	2	44	2,650
TRADE 602-699	14	879	23,660	19	1,011	32,740
FINANCE,INSURANCE,REAL ESTATE 702-737	2	54	790	.	.	.
EDUCATION AND RELATED SERVICES 801-809	11	13,315	203,380	6	941	11,490
HEALTH AND WELFARE SERVICES 821-828	10	492	24,070	8	279	20,630
MOTION PICTURE,RECREATIONAL SERV 851-859	2	67	850	1	35	70
SERVICES TO BUSINESS MANAGEMENT 861-869	1	250	170	1	8	470
PERSONAL AND COMMUNITY SERVICES 871-879	2	213	2,720	.	.	.
ACCOMMODATION AND FOOD SERVICES 875	4	684	5,180	4	1,119	9,820
MISCELLANEOUS SERVICES 891-899	.	.	.	5	139	2,930
PUBLIC ADMINISTRATION 931/951	13	1,243	45,620	4	292	740
CONSTRUCTION INDUSTRY 1960 SIC 404-421	6	4,268	36,720	12	34,425	701,760

(P) PRELIMINARY FIGURES

OUTLOOK FOR 1990

In terms of employees, collective bargaining activity in 1990 will be heavier than in 1989. About 3,958 agreements, covering 732,772 employees, are scheduled to expire during the year. Principal industry sectors in which contract talks will take place include pulp and paper, steel, transportation equipment, communications, retail trade, education and related services, local government, and construction.

	Number of Employees	Month of Expiry
Pulp and Paper	13,000	April
Construction (ICI)	85,000	April
Retail	24,000	June
Steel Mills (Algoma and Stelco)	16,000	July
Education (Elementary & secondary school teachers)	43,000	August
Transportation (Big Three)	64,000	September
Local Government	70,000	December

According to the latest provincial treasury forecast, the slowdown that began last year will continue. As the economy continues to slow, growth in 1990 is projected to fall to a sluggish 1.7%, inflation to drop to 4.9%, and the unemployment rate to rise by 0.5% to 5.6%.

The general trend in wage settlements for the early part of 1990 was up from 1989's overall figure. With last year's inflation rate in Ontario approaching 6%, and with fears that the GST (Goods and Services Tax) scheduled for introduction January, 1991, will result in even higher inflation rates, workers will likely be calling for higher wage gains. In doing so, they are expected to argue that they have been losing ground to inflation for some time. For their part, employers will be trying to cope with rising interest rates, slower growth, and the competetive economic environment of the free-trade era.

Although 1989's higher inflation rate is expected to fall somewhat in 1990, the introduction of the GST in January 1991 is likely to lead to demands for more COLA protection for both active and retired employees, the latter through pension indexing. In addition to wage demands workers will be looking for greater job security, along with early and normal retirement provisions. Another bargaining issue carried forward from 1989, Pay Equity, could be even more important in 1990 as implementation begins.